

Pro Vice-Chancellor, Research and Innovation

Office of the Pro Vice-Chancellor, Research and Innovation

Classification	Senior Executive Level 2
Delegation Band	Delegations and Authorisations Policy (see Section 3)
Nature of Employment	Fixed Term (up to 5 years)
Date Last Reviewed	May 2019

Our University Values



Our Core Competencies

Charles Sturt University staff are expected to demonstrate the following competencies:

Set Direction and Deliver Results

- Creating and innovating.
- Delivering results and meeting customer expectations.
- Entrepreneurial and commercial thinking.

Collaborate with Impact

- Relating and networking.
- Working with people.
- Persuading and influencing.

Lead Self and Others

- Adhering to principles and values.
- Deciding and initiating action.
- Adapting and responding to change.

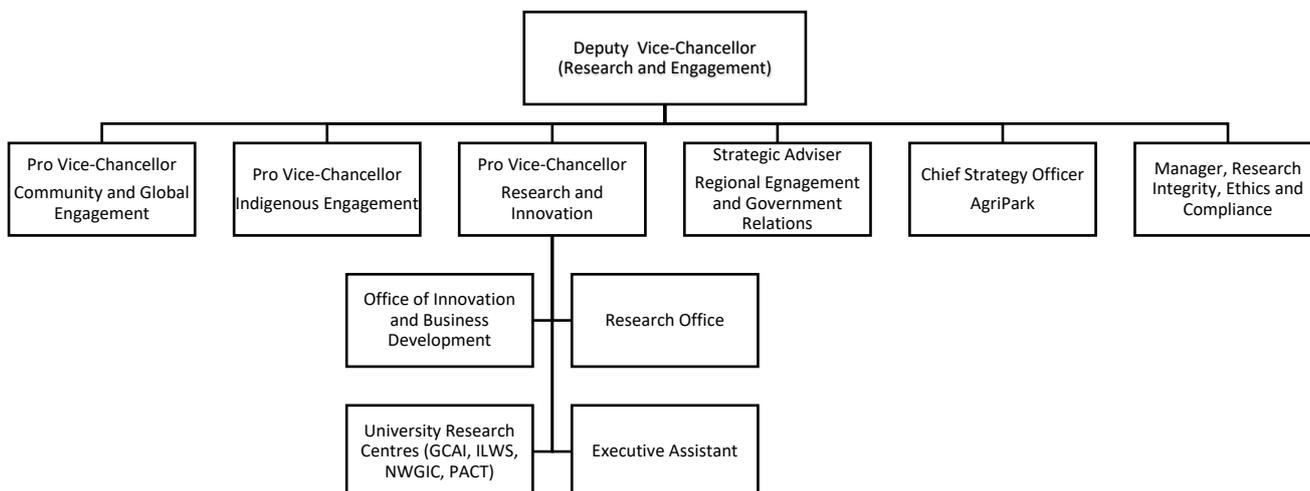
Office of the Pro Vice-Chancellor (Research and Innovation): Organisational Environment

Charles Sturt University plays a critical role in building strong, vibrant regional communities with intellectual, economic and social capital. We work hand-in-hand with our industries and communities in teaching, research and engagement. Growing from our historical roots, we share our knowledge and expertise as a significant regional export industry and we bring strength and learning from this back to our regions.

Charles Sturt University aims to be an anchor institution in its communities and be recognised as an agent of change through impactful solution-driven research, locally, nationally and internationally. The Deputy Vice-Chancellor, Research and Engagement Portfolio is integral to the delivery of initiatives within the Our Communities Focus Area of the Charles Sturt University Strategy 2022. The strategy also focuses on creating social and economic value from our campus network, including the commercialisation of research.

Charles Sturt University is a community minded organisation with strong links to industry, government and other educational institutions. We focus our research and infrastructure to create long-term impact, locally and globally. We inspire our communities and ensure we work with them to deliver tangible benefits.

Organisational Chart



Reporting Relationships

This position reports to: Deputy Vice-Chancellor (Research and Engagement)

This position supervises:
 Director, Office of Innovation and Business Development
 Director, Research Office
 Director, Graham Centre for Agricultural Innovation (GCAI)
 Director, Institute for Land, Water and Society (ILWS)
 Director, National Wine and Grape Industry Centre (NWGIC)
 Director, Public and Contextual Theology (PACT)
 Executive Assistant

Key Working Relationships

Members of the Senior Executive
Executive Deans and Heads of School
Professoriate

Position Overview

The Pro Vice-Chancellor, Research and Innovation (PVCRI) will support the Deputy Vice-Chancellor, Research and Engagement (DVCRE) in the achievement of the University's research strategic objectives, to deliver research excellence, grow the University's research capability, income and impact, as well as improve the University's overall research performance. The PVCRI will provide leadership for HDR research training, external funding, research reporting, and analysis of research performance (including Excellence in Research Australia and Engagement and Impact submissions), research innovation, business development and, where appropriate, research commercialisation. The PVCRI is responsible for maintaining currency of policy related to research, HDR, research commercialisation (including IP), and building Charles Sturt University's research innovation capability and success. Essential to the role is the provision of active leadership in these areas and ongoing sector scanning and monitoring developments in government and industry.

The role will require a collaborative approach. The PVCRI will provide high level advice to assist in the delivery of the DVCRE portfolio responsibilities, consistent with the broader University strategic framework and external obligations. This will require working collaboratively with senior leaders within Charles Sturt University, Research Centre Directors and other internal and external stakeholders to establish and grow research performance in line with University expectations. The PVCRI will be expected to build on research capacity and community engagement opportunities and capitalise on the synergies between all parts of the DVCRE Portfolio and across the University.

The PVCRI incumbent will support the DVCRE in strategic projects, including ongoing development and implementation of the research strategy.

Principal Responsibilities

<p>Strategic leadership</p>	<ul style="list-style-type: none"> • Provide leadership and strategic direction on all issues relating to research and innovation in the University, including growth and diversification of research income. • Lead on-going implementation of the CSU Research Strategy and undertake monitoring, reporting and review to ensure overall effectiveness. • Contribute significantly to major decision-making processes of the University by proactive engagement in committees, strategic planning, projects, and working parties, and provision of discussion papers, policy documents and expert advice as required. • Maintain a high level understanding of national and global contexts for research development and management. • Provide outstanding leadership to ensure best practice in ethical and sustainable research.
<p>Leadership and coordination of portfolio</p>	<ul style="list-style-type: none"> • Lead the development of research and commercialisation services and resources, ensuring they are informed by best practice, including establishment and effective implementation of the Office of Innovation and Business Development. • Lead and promote research and research outcomes in the broader University community. • Ensure frameworks are in place for benchmarking outcomes of research, compliance with legislation, including TEQSA and Department of Education and Training requirements. • Strategically manage resources, including the budget, to maximise research outcomes. • Ensure equity and occupational health and safety standards are upheld.

	<ul style="list-style-type: none"> Lead in accordance with the University leadership expectations and capabilities of the Charles Sturt University Leadership and Management Development Framework.
Stakeholder engagement and management	<ul style="list-style-type: none"> Provide high level advocacy for the University as a provider of high-quality research and innovation that has positive public impact. Build links with the broader research community, and industry both nationally and internationally, to deliver opportunities for growing research income, lifting research quality and enhancing our research impact. Work collaboratively with the PVC Indigenous Engagement, the PVC Community and Global Engagement and other internal/external stakeholders to enhance the University's Indigenous and international research profile, activity and ranking. Promote links with communities, industries and professions to enhance learning and teaching. Work collaboratively with the Faculties and Divisions to implement key actions from the University Strategy 2022.
People management	<ul style="list-style-type: none"> Ensure effective people management and mentoring of direct reports. Within a changing environment, motivate staff to deliver innovative, effective and efficient practices.
Other	<ul style="list-style-type: none"> Other duties appropriate to the classification as required.

Key Position Accountabilities

A Pro Vice-Chancellor is accountable for:

- Managing change by anticipating and responding to developments within the external and internal environment that may impact on the University.
- Leading and guiding the setting of the University's mission, values, priorities and objectives.
- Leading and guiding the development of policies and strategies that contribute to the achievement of the University's mission, values, priorities and objectives.
- Aligning organisational activities with the University's mission, values, priorities and objectives through consultative planning and the management of performance.
- Leading and promoting the development of a strong, responsive and accountable market/client focus.
- Fostering University links into regional and international business, industrial and research communities.
- Providing leadership and support for the development of staff, including the recognition of emerging talent.
- Participating in the Performance Management Scheme.
- Assisting in ensuring equity and occupational health and safety within the University.
- Leading in accordance with the University leadership expectations and capabilities of the Charles Sturt University Leadership and Management Capability Framework.

Strategic Capabilities

Get Results	Service Focused: <i>Strive to meet needs and exceed expectations of our students, communities and colleagues (performance focus, quality outcomes, Student welfare, equity & conduct)</i>
	Business Savvy: <i>Continually look to add commercial value in our roles, processes and ways of working</i>
	Innovative: <i>With creativity at our core, be open to new ideas and seek to find better ways</i>
Take Ownership	Live our Values: <i>Uphold the CSU values daily in our own behaviours and interactions with others</i>
	Take Action: <i>Weigh up risks and make prompt decisions, backing ourselves and each other (delivery of strategies, projects)</i>
	Adapt to Change: <i>Explore the reasons for change and be willing to accept new ideas and initiatives</i>
Collaborate with Others	Network: <i>Bring people together and build relationships that deliver desired benefits and outcomes</i>
	Listen Closely: <i>Dig deep to understand others, using self-insight to build team spirit and recognise efforts</i>
	Influence: <i>Create compelling arguments to persuade others and promote ideas that add strategic value</i>

Physical Capabilities

The incumbent may be required to:

- Work in other environments such as other campuses as well as possible car and air travel. It will include work with a diverse range of staff, students and community members.
- On occasion drive a university vehicle distances up to 500kms per day within the terms of the University's Driving Hours Guidelines and Policy available at <https://policy.csu.edu.au/document/view-current.php?id=184>.

Selection Criteria

Applicants are expected to address the selection criteria when applying for this position.

- A PhD and a distinguished record of research and scholarship, and demonstrated leadership and management skills in a university environment or equivalent.
- An excellent understanding of national and international research priorities, opportunities and challenges.
- Strong knowledge and understanding of research translation, commercialisation of intellectual property and of research performance metrics across disciplines.
- Ability to promote consultative planning and decision making, to develop a sense of unity, cooperation and common purpose amongst staff, and to support organisational and cultural change as needed.
- Ability to effectively manage and develop finances, resources and infrastructure within areas of responsibility.